

NUCLEAR DIVISION NEWS

a newspaper for employees of the nuclear division • union carbide corporation

UNION
CARBIDE

Vol. 10/No. 10 May 31, 1979

Best Christmas present!

TAT provides 'second start' for 4000th graduate



DRILL PRESS ROUTINE—Amy Huff finds machining her niche, as she completes her Training and Technology shopwork. Huff was TAT's 4000th graduate in exercises last week.

Last December, Amy Huff got what she calls "the best Christmas present I ever had in my life."

The "present" was admission into the Training and Technology (TAT) program. This month, Huff receives her certificate as the 4000th graduate of the program, and enters a new career as a machinist with the Tennessee Valley Authority.

Since 1966, the TAT program has been providing training and high-paying jobs for unemployed and underemployed men and women. The program is operated jointly by Oak Ridge Associated Universities and Union Carbide Corporation at the Y-12 Plant.

Not unusual case

Huff's case is not an unusual one in TAT annals. She was born in Pine Mountain, Ky., the tenth of 11 children. Her early years were spent in a log cabin located in a mountain hollow where the drinking water came from a spring, and the light was provided by kerosene lamps. Her parents were hard workers and good providers, but Huff realized early that career opportunities in the mountain region were extremely few.

Education for the local children was at the Pine Mountain Settlement School, which she attended through the eighth grade. Then the family moved to Cumberland, Ky., where she finished the tenth grade. It was there she married, had a child and later divorced.

Sought new beginning

During her 12 years of marriage, Huff worked with her husband in their automobile body shop. After her divorce, she worked three jobs to support herself and her son, Johnny. But such a life was too hectic, and she moved to Tennessee to seek a new beginning.

Employed for a while by a small business firm, Huff soon realized that it was permanent, stable work that she needed for a secure future for herself and her child. She began searching the area for training and job opportunities, and learned of TAT

through the Employment and Training Office of the Tennessee Department of Employment Security. An interviewer scheduled a test and tour at TAT and referred her to the Second Start program in Knoxville.

Second Start is a program of the East Tennessee Human Resource Agency for female heads of households. Finding jobs or training them for jobs that will adequately support them and their dependents is the prime goal. Its operation is funded by the special grants title IIA program of the Comprehensive Employment and Training Act (CETA).

Began training

Second Start was impressed by Huff's aptitude scores and recommendations from the Employment and Training Office. After assessing her needs, job expectations and goals, Second Start arranged for her to enter the TAT program in December of last year to begin her training as a machinist.

TAT training is not easy. Participants in the program work hard every day, five days a week for six months under the same conditions they will find in an industrial plant. They punch time clocks, are docked for tardiness and are dropped from the program if they miss work for three days without a good reason.

But what they do get is a thorough grounding in the craft they have chosen, under the supervision of Y-12 Plant supervisors who are top-notch in their fields. In addition, ORAU provides remedial coaching in the three R's for trainees who need it, and those who are not high school

(Please turn to Page 8)

Housing needed for summer employees

The Central Employment Office is attempting to locate housing, preferably in Oak Ridge, for incoming summer students and co-op students.

Students will be arriving in Oak Ridge during the next two weeks, and many have so far been unable to make housing arrangements. In most cases, a single room in a private home would be sufficient.

Employees who have a room or apartment that would be available for the summer, or even for the next two to three weeks, may call Marva Walton, 6-1837, at Central Employment, and she will pass the information on to incoming students.

'Special Day of Recognition' marks 12 successful years

A "special day of recognition" celebrated the Training and Technology program's 13 years of success last week. The occasion brought local, state and federal labor agencies together to review the achievements of the program that has provided training and jobs in industry to thousands of unemployed men and women.

The TAT program is an outgrowth of a 1965 study of southern manpower resources made by the Oak Ridge Associated Universities (ORAU).

Since 1966, 4000 TAT graduates have been prepared for entry into the industrial work force. (One of the features of last week's program was the presentation of a course-completion certificate to TAT's 4000th graduate.) The job placement rate for TAT graduates is above 95 percent, and they are employed in a multitude of different industrial jobs related to their training. Many of the graduates are employed in the Nuclear Division plants.

About one-third of the graduates have been placed in jobs within the DOE contractor system and the

balance with more than 60 other industrial firms in the South and other areas of the nation.

TAT provides training and manpower development services under contract to state and local sponsors funded by the Comprehensive Employment Training Act (CETA) of 1973.

High schools, industrial clients and others also can purchase training in TAT, in addition to DOE contractors who regularly support a number of training positions based on their employment needs. Some persons, including college graduates, have enrolled in TAT through the adult education program at the Oak Ridge High School, enabling them to pay their own training costs through tuition.

One of the major results of the TAT program is proof that men and women who can function at the sixth-grade level can be successfully trained in six months for entry-level jobs in welding, mechanical operations, machining, industrial electricity, physical testing and other industrial occupations.



SPECIAL DIPLOMA—At right, Billy R. Pearson, director of TAT, congratulates Amy Huff as she graduates from her intensive training.

Paducah's Cascade Operations concentrates efforts on safety



SUPPORTING SAFETY—Backed by 245 safe employees, division manager George T. Hull, second from left, accepts a plaque of commendation from Paducah plant manager Clayton D. Zerby, left, and assistant plant manager William F. Thomas.

The Cascade Operations Division at the Paducah Plant was honored recently for achieving eight years, nine months without a lost workday case. In addition, the division employees have worked more than two years without a recordable injury. George T. Hull is manager of the division, which has 245 employees.

"It takes the concentrated effort of every person in the division to arrive at an achievement such as this and we intend to keep it going as long as possible," Hull said.

Hull has been managing the division since 1969 and has adopted a policy of personally holding safety meetings throughout the division about once a year. "In this way, all employees are aware of my personal support of the program and our commitment to 100 percent implementation of the plant's safety action plan," he said.

The division includes many areas which could be hazardous if employees did not adhere to the principles of safety. "For this reason, we really put safety first," Hull said. "We emphasize safety procedures, methods and practices, and I believe the great majority of our people willingly accept and execute these practices with the knowledge that their safety is the utmost concern."

Doyle Allison, who has 27 years with the company, credits the coordination of the entire program as a major factor in the division's record achievement. "The meetings, the posters, the support of the Safety Department—all make us more conscious of our own safety and our fellow workers," he said.

Alice Kidd, a three-year secretary, believes the plant is the "most safety-minded operation" with which she has been associated.

wanted. . .

Y-12

JOIN CAR POOL from Stonecrest Subdivision (Kingston Pike, Lovell Road area, Knox County) to East or North Portal, 8-4:30. Bill Power, plant phone 4-4017, home phone 966-7148.

RIDE or JOIN CAR POOL from Broadacres subdivision, Powell, to Central Portal, straight day. Jymme Armstrong, plant phone 4-0488, home phone Powell 939-8134.

RIDERS for VAN POOL from Maryville via Alcoa Highway/UT area, straight days. Joel Horton plant phone 4-3121, home phone 983-9160.

Quality Assurance program at Paducah seeks problems before they become so



CATCHING QA—Ardyce Ballard, Paducah Fabrication and Maintenance, advocated that quality assurance should be contagious in her winning slogan during QA Emphasis Week. With her from left are, Clayton D. Zerby, plant manager; Gene R. Miller, Plant Engineering, second place winner; Frank Baggett, Fabrication and Maintenance, third place winner; and Gene Waggoner, plant quality assurance coordinator.

The Paducah Plant Quality Assurance Committee wants to give special recognition to anyone who observes and reports a **new** and potentially **significant** quality problem in "order to correct them before they have major impact."

A potential problem discovered that would qualify for special recognition would be one that was not recognized in the original development activity, design, or design review; was not discovered during a regular QA assessment; is associated with existing plant systems; and is associated with major system components, either installed or not installed.

A significant quality problem is one that costs a lot of money, impacts schedules and production, creates a safety hazard, or poses a threat to the environment.

Submissions should be directed to division QA coordinators. A list will be kept throughout each year of those receiving special recognition along with a description of the potential quality problem discovered. On an annual basis, three people whose "potential problem discoveries" were judged to be the most significant will be further honored.

patents granted. . .

To Cressie E. Holcome Jr., Y-12 Plant, for "Refractory Concretes."

To Howard L. Gerth, Y-12 Plant, for "Coupling for Joining a Ball Nut to a Machine Tool Carriage."

To Hugh J. Metz of ORNL for "Method for Forming a Thermocouple."

anniversaries. . .

Y-12 PLANT

35 YEARS

(Note: Several staff employees had anniversaries omitted from these columns since January 1. Their anniversaries are included herein, with dates.)

James A. Parsons, Engineering (February 15); Margaret E. Wilson, Computer Sciences; John M. Googin, Executive Offices; Virginia P. George, Engineering; Valjean C. Jackson, Physical Testing Operations; Wilma C. Trebilcox, Chemical Services; James Arrington, Special Services; and Betty Whitehorn, Superintendents Division.

30 YEARS

Sallie M. Jansch, Engineering (February 22); Edward W. Pipes, Engineering; Helen L. Ross, Engineering; Bobbie W. Hammons, Operating Contractors Project; Marion D. Story, Process Maintenance; and Guy H. Smith, Development Division.

25 YEARS

Dewey L. Foulk (May 29); E. W. Cook, Helen L. Ross, Bobbie C. Giles, Luna B. Hatfield, Donald R. Byrd, Richard G. Dunn, A. G. Dunnam, James S. Elder, Everett Maden, Haggard D. Keylong, Earl T. Stair, Bobby L. Bagwell, Junior L. McGinnis, Carl W. Nelson, Leroy J. Eggert, George R. Goins, Oscar H. Harmon, Charles S. Harmon, John T. Farmer, Ernest L. Henson Jr. and Carl F. Conner.

20 YEARS

Mary S. Scott (April 6), Wayne C. Collette (April 7), Clifford J. Williams (April 24), David E. Haverly, Jack Blackerby, James B. Branum, Maurice L. Smith, James R. George Jr., Harlan E. Wright, Kenneth O. Goodykoontz and Henry D. Williams.

ORGDP

35 YEARS

Frank Branam Jr., Finance and Materials; Johnnie M. Blanton, Maintenance; and Paul T. Carroll, Security.

30 YEARS

Ray Oldaker, Maintenance; and Claud J. King, Gaseous Diffusion Development.

25 YEARS

Carl E. Parrott, Leia M. Butcher, Lloyd L. Quarles, Glennis E. Harris and William T. Collins.

ORNL

35 YEARS

Brabson C. Burrell, Industrial Safety and Applied Health Physics; George E. Moore, Employee Relations; and LeRoy Smith Jr., Finance and Materials.

30 YEARS

Wallace C. Koehler, Solid State; William W. Parkinson Jr., Industrial Safety and Applied Health Physics; and Robert S. Crouse, Metals and Ceramics.

25 YEARS

Charles D. Griffies, Henry E. Luippold, John R. Jones Jr., Vaughan S. Throop, Gene C. Jenkins, Charles W. Leinart and Melvin C. Hill.

20 YEARS

Robert L. Johnston, Roy L. Huddleston, Albert W. Longest, Jerome G. Delene, Allen M. Veach, William L. Stirling, Sue R. Damewood, Robert E. McDonald and Beryl E. McNabb.



Tourette syndrome

By T. A. Lincoln, M.D.

In 1885, Georges Gilles de la Tourette (zhel-dee-la-too-ret), a French physician, described nine cases of a peculiar neuropsychiatric disorder. His patients had multiple tics and uncoordinated movements and made peculiar grunting and barking noises. They frequently would compulsively repeat words or phrases just spoken by another person. Now, almost 100 years later, the Tourette syndrome is finally getting the attention it deserves. It has stimulated some curious neurologists to make basic observations on the biochemical control of muscular coordination and behavior.

Until a few years ago, the Tourette syndrome was thought to be extremely rare. Only six studies, involving 88 individual cases, had been published in the medical literature by 1969. Several review articles had been written, but they did not usually contain more than a handful of new cases.

Starts in childhood

The "classic" or fully developed Tourette syndrome typically begins during childhood. Three times as many boys as girls are affected. The age of onset varies from age two to sixteen with the average about seven. In many cases, there is a family history of tics and in a few a family history strongly suggestive of the Tourette syndrome.

Usually a facial tic (a more or less involuntary repeated contraction of a group of associated muscles) occurs first. It may be a blinking of the eyes, a twitching of the face or a shaking of the head. New tics develop slowly and replace or are added to old ones. Complicated movements like jumping, stamping or kicking may appear. The tics seem to be worse during times of stress, such as going to school or receiving "discipline" or experiencing feelings of "rejection" at home. The symptoms wax and wane, but in the case which will develop the full syndrome, they gradually get worse.

In time, various involuntary and inarticulate noises usually begin to appear. Grunts, barks, honks, hoots, snorts, slurps, coughs and clearing the throat noises occur. They may be mild or severe, frequent or infrequent. In effect, these noises are vocal or respiratory tics.

In about one third of the cases, echolalia, (the involuntary repetition of a word or phrase just spoken by another person) appears. In about half the cases, the patient develops coprolalia. The compulsive shouting or grunting of obscenities. When the syndrome is only mild, the patient may be able to control the developing urge until he can rush to the bathroom and let go with a violent flood of obscenities. Relieved, he can go back to a normal existence for a few hours. This special activity is called lavatory coprolalia. Because of this peculiar behavior, the Tourette syndrome has been nicknamed, the "cussing disease."

Until recently, this disease was thought to have a psychological

origin. The effectiveness of the drug haloperidol in controlling symptoms lead to some fascinating research. This potent tranquilizer inhibits the release of dopamine, a chemical necessary for the transmission of certain nervous impulses in the brain. The Tourette syndrome represents a fundamental disturbance in regulation of the transmission of nervous impulses.

In order for a person to perform complicated muscular and thinking functions, an exceedingly complex regulatory system must function perfectly. When stimulated, the brain discharges millions of nervous impulses which must be channeled to other parts of the brain to be integrated, censored, modulated, amplified, suppressed and coordinated. The Tourette syndrome represents a major disturbance in this regulatory function and has enabled scientists to measure some of the deficits or excesses in chemical neuro-transmitters and better understand the control of motor and thought processes. It has helped stimulate new research in neuropharmacology.

'Cussing disease'

It has been estimated that about 12 percent of the population of the USA has tics. The Tourette syndrome is a special and unique form of "tic disease." Although it was originally thought to be a rare disease, national publicity in magazines, such as **Good Housekeeping**, **Saturday Review** and **Parade** has brought forth an "avalanche" of hidden cases. Most of them have been mild or moderate forms. Many patients have had highly successful marriages and careers in spite of their handicap. Although tics previously had been thought to be psychological in origin, it is now believed that many may reflect disturbances in the biochemistry of the brain. They are brought about by a genetic predisposition and aggravated by psychological factors. Much research needs to be done.

For those who think they may have the problem, getting additional information from the Tourette Syndrome Association, Bell Plaza Building, 42-40 Bell Boulevard, Bayside, New York 11361, before visiting a physician is probably a good idea. Don't expect simple answers and easy treatment. An adequate evaluation may require a visit to the few physicians who specialize in this strange disease.

Wallace Koehler designated Corporate Research Fellow

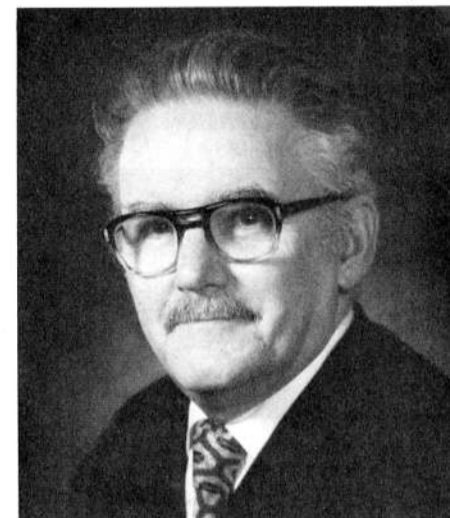
The selection of Wallace C. Koehler of ORNL as a Corporate Research Fellow has been announced by Roger F. Hibbs, President of the Nuclear Division, Union Carbide Corporation.

Hibbs explained that designation as a Corporate Research Fellow is made by Union Carbide on an extremely limited basis to those who have chosen research and development as a career and whose contributions have been both significant and continually high over a period of many years.

Koehler, a section head in the Solid State Division, is a recognized authority on the magnetic structures of rare earth metals and their magnetic behavior, as well as neutron scattering techniques and determinations. His work and the information derived from it have played important roles in the development of high-field permanent magnets that increase the efficiency of electrical devices, and in the development of magnetic oxides for various applications.

Koehler is presently responsible for experimental research utilizing neutron scattering techniques to investigate the properties of solids and liquids. His research interests involve investigations of the properties of magnetic materials by the neutron scattering technique. Last year he was appointed director of the national user-oriented Small-Angle Neutron Scattering Facility to be built at ORNL by the National Science Foundation.

He joined Union Carbide in 1949 after receiving his bachelor's and master's degrees in solid state physics from the University of Chicago. He received his PhD in solid state physics



from the University of Tennessee in 1953.

Koehler was awarded a Fulbright Fellowship and a Guggenheim Fellowship in 1958. Earlier this year, he was awarded an honorary doctorate by the University of Grenoble in France. He is a member of the American Crystallographic Society and a Fellow of the American Physical Society.

He and his wife, Mirjam, live at 116 Everest Circle, Oak Ridge. They have two sons, Wallace Jr. and William.

question box. . .

If you have questions on company policy, write the editor, **Nuclear Division News** (or telephone your question in, either to the editor, or to your plant contact). Space limitations may require some editing, but pertinent subject matter will not be omitted. Your name will not be used, and you will be given a personal answer if you so desire.

Wage and Salary

QUESTION: Why is it necessary for Wage and Salary to interview an employee to determine his qualifications for a job level promotion when his supervisor and division director who initiated the promotion have regular contact with the employee and are certainly more competent technically to evaluate his qualifications? Since a number of cases are known in which no interview was conducted, it appears that this procedure is applied inconsistently. Please explain the criteria by which an interview is deemed necessary.

ANSWER: A function of the installation Salary Office is to provide advice to the divisional managers on job content for jobs throughout the organization. In order to do so, it is often necessary to interview employees in order to collect current and factual information about their jobs. In this process, they are collecting information for job evaluation, not the qualifications of the person selected to do the job. As you point out, line managers are best qualified to make those judgments.

Where job content is well established and understood, interviews with employees are not necessary.

Educational assistance

QUESTION: I was told by Education Assistance Program people that reimbursement for tuition expenses was not available because I am a veteran receiving VA benefits. Does this same rule apply to other divisions of Union Carbide? Should this not be clarified in recruitment literature, as educational assistance was one of the benefits described to me when I hired in?

ANSWER: An employee who is receiving government financial assistance for education is eligible for a refund under the Educational Assistance Program only to the extent that he or she can be reimbursed without a duplication of payment. This rule applies to all divisions of Union Carbide Corporation.

The brochures present a brief summary of the plans available. Our employment representatives are glad to explain these benefits in more detail and answer any questions you may have.

Benefits: your 'hidden paycheck'

Savings Plan offers variety of accounts

Ask most any Nuclear Division employee what's special about the month of July in an odd-numbered year, and the answer is quickly forthcoming: the Savings Plan payout.

The payout is a part of life within the Division; so much so, in fact, that many employees are unaware that a savings or thrift plan is a benefit that only about one out of four companies have.

The Union Carbide Savings Plan is designed to help employees achieve both short-term savings and long-term investment goals. The Plan provides the convenience of regular saving through payroll deductions, plus substantial Company contribution and a variety of investment options.

Basically, there are two parts to the Savings Plan: the General Savings Fund, from which there is a payout every two years; and the Personal Investment Account (PIA), in which most, if not all, savings are normally held for you until retirement or until you leave the Company.

General Savings Fund

You are eligible to participate in the General Savings Fund as soon as you have completed one year of credited service. To participate, you'll need to complete an enrollment card, available from your Benefit Plans Office.

On the enrollment card you will be asked to state what percentage of your salary you wish to save. This can be as little as 2½ or as much as 7½ percent of your weekly or monthly earnings — or anywhere in between, in ½ percent intervals. You can change the percentage of your basic deduction at any time. (The actual amount of your deduction, of course, changes automatically as your regular earnings change.)

Company contributes

Each month or week, Union Carbide adds 10, 20 or 30 cents to each dollar of your basic deduction, depending on your years of company service credit. For employees with between one and two years of company service credit, the Company contribution is 10 percent; between two and three years, 20 percent; and three or more years, 30 percent.

Your General Savings Fund deductions, along with the Company's contributions, are invested by the trustee in bonds and other securities, or in special trusts. Annual earnings on these investments have ranged over the years from 1.9 percent to

slightly more than 7 percent; in any case, the Company guarantees you a return of not less than 2 percent compounded annually.

At the end of your first two-year period in the General Savings Fund, you'll receive your deductions plus interest, as well as the interest on the Company's contributions. The Company contributions themselves are held, in compliance with Internal Revenue Service regulations, in a deferred account until the end of your second plan period. At that time, and at every payout thereafter, you'll receive 1) your deductions, plus interest; 2) the interest on the Company contributions during that period, and 3) the Company contributions from the previous plan period, plus interest.

PIA: four options

If you have three or more years of company service credit, you are eligible to participate in the other part of the Savings Plan, the Personal Investment Account, as well as in the General Savings Fund. Personal Investment Accounts are designed as a long-term investment plan — a good way to provide a nest egg for your child's education, or to supplement your retirement income. (The accompanying table shows how your account can grow in 20 years.) Payout is normally made at retirement or when you leave the Company, although it is possible to withdraw all or part of it before that time.

The PIA gives you a choice of four investment options: United States Series "E" Savings Bonds, Union Carbide Common Stock, a Fixed Income Fund, or an Equity Investment Fund. Your Benefit Plans representative can explain each of these investment options to you in detail. No matter which option you choose, the Company contribution will be 30 percent of your authorized deduction.

Supplemental deductions

Basic payroll deductions for the PIA are the same as those for the General

UNION CARBIDE

UNION CARBIDE CORPORATION
NUCLEAR DIVISION
P.O. BOX M, OAK RIDGE, TENNESSEE 37830

PAY TO THE ORDER OF J. Q. EMPLOYEE

RETIREMENT: 16.8¢

LIFE AND MEDICAL INSURANCE (5.7¢)

SAVINGS PLAN: 1.7¢

ANOTHER SLICE OF 'PAYCHECK'—The major cost to the Company for the Savings Plan is the money contributed to each employee's account at the time his or her payroll deduction is credited. In 1978, the average cost for the Nuclear Division as a whole was 1.7 cents per payroll dollar— 6.5 percent of our "hidden paycheck," as illustrated above.

Savings Fund: 2½ to 7½ percent of your regular earnings. As a participant in the PIA, however, you may authorize a supplemental deduction of up to 5 percent **more** of your regular earnings. This is intended simply to allow additional investment of your earnings; the company does not add any contribution to your supplemental deduction.

A special feature associated with the supplemental deduction is the "catch up" provision, which allows you to make deposits at any time covering all or part of amounts you did not authorize as supplemental deductions in the past — because you were ineligible (had less than three years of company service credit), because you did not choose to authorize supplemental deductions, or because you authorized only a portion of the possible 5 percent deduction.

(Note: Employees who are still participating in the Contributory Retirement Plan and are not in the PIA supplemental plan may want to consider withdrawing their money from the former and investing the amount permitted in the supplemental plan.)

Tax considerations

Your payroll deductions are taxed before they go into the Savings Plan, so there is no tax to be paid on them at payout time or at retirement. Company contributions, interest earnings in the General Savings Fund, and interest, dividends and

investment gains or losses in the PIA are not reported as income until you actually receive them.

Under present laws, tax considerations for PIA participants are much more favorable if the money is paid out at retirement rather than withdrawn beforehand, since payment of the taxes can be deferred until you are on a retirement income and thus in a lower tax bracket. In addition, the present law also allows in many cases the use of a Lump Sum Distribution payment method, which provides additional tax advantages.

The costs associated with day-to-day administration, record keeping and accounting for the funds in the Savings Plan are borne by the Company. Out-of-pocket charges involved in the purchase or sale of Union Carbide stock, however, are shared proportionately by the employees for whom stock is purchased or sold.

The principal costs to the Company, of course, is the money contributed to each employee's account at the time his or her payroll deduction is credited. In 1978, the average cost for the Nuclear Division as a whole was 1.7 cents per payroll dollar, or 6.5 percent of each employee's "hidden paycheck." (See accompanying drawing.)

If you have specific questions about your benefits as they are discussed in this series, contact your Benefit Plans representative: at ORGDP, call 4-8462; ORNL, 4-4483; Paducah, Bell 272; and Y-12, 4-1555.

Watch your savings grow. . .

Annual Earnings	Your Monthly Basic Deduction	Company Contribution	Value of Account After 10 Years	Value of Account After 15 Years	Value of Account After 20 Years
\$12,000	\$ 75	\$22.50	\$18,242.09	\$34,822.51	\$59,868.87
\$16,000	\$100	\$30.00	\$24,322.79	\$46,430.01	\$79,825.16
\$20,000	\$125	\$37.50	\$30,403.48	\$58,037.52	\$99,781.45

The table above illustrates how your savings can accumulate in one of the Personal Investment Account options—the Fixed Income Fund—based on various salary levels. The monthly basic deduction has been calculated at the 7½ percent level; if the 5 percent supplemental deduction were added, the account values would be nearly one and one-half times those shown here.

The interest rate assumed for the table was 8.6 percent, the guaranteed minimum for the four-year period ending December 31, 1982. (Actual interest levels during this time may exceed that amount: for 1979, the actual effective rate is 9.1 percent.) Also, these figures assume a constant salary over the 20-year period; normal salary increases, of course, would increase the account values.

wanted...

ORNL

JOIN or FORM CAR POOL from Morningside Drive/Morgan Road area, Oak Ridge, to any portal, 8:15-4:45. Dick Strehlow plant phone 4-4956, home phone 482-3240.

RIDERS for VAN POOL from West Knoxville area to any portal, 8-4:30. Dean Treadway, plant phone 4-6580, home phone 584-4879.

ORGDP career development places graduates

Ten employees at ORGDP have completed a career development program, which began in November 1976, and ended with the placement of the final participant who finished the program this year.

The program was begun in 1966 and is based on the premise that many college graduates do not have the industrial experience necessary to determine precisely what type of career to pursue. In this program, the participants are rotated through a variety of assignments to develop capabilities while simultaneously allowing both the participants and the company to determine the type of work for which they are best suited. The participants emerging from the program are expected to have a broader understanding of the physical, technical and managerial aspects of the plant than would have otherwise been achieved.

Assigned to positions from the program are:

Michael A. Cox has been named a supervisor in Separations Systems. A native of Columbia, S.C., he holds a BS degree in industrial technology from Tennessee Technological University. He joined Union Carbide in February 1977.

Cox and his wife, the former Rebekah Parker, live at 119 Amherst Lane, Oak Ridge.

Michael M. Burgess is a buyer in Purchasing. A native of Paducah, he has a BS degree from Duke University and joined Union Carbide in September 1977.

He lives at 113 Virginia Road, Oak Ridge.

Kenneth R. Epps is working as an engineer in Separations Systems. A native of Lake City, S.C., he is a graduate of South Carolina State College. He joined Union Carbide in May 1977.

Epps lives on Principia Lane, Oak Ridge.

Jama B. Hill is a new accounting analyst in Finance, Materials and Services. A native of Knoxville, she has a BS in accounting from Tennessee Technological University. She began employment in September 1977.

She and her husband, David (who is in ORGDP's Enrichment Technology) live at 100 Timothy Lane, Clinton.

Russell A. Kavanagh is assigned as an engineer in Separations Systems. A native of Knoxville, he has a BS degree in electrical engineering from the University of Tennessee. He joined Union Carbide in February 1977.

Married to the former Donna Cooper, he lives on Valley View Road, Knoxville.

Dean K. Little has been assigned to Enrichment Technology as a development associate. A native of Bismarck, N.D., he joined Union Carbide in January 1977 after graduating with a BS degree in chemical engineering from the University of North Dakota.

Little plans to marry Leslie Weeren in late July. He lives at 405 Vanderbilt Drive, Oak Ridge.

Leo K. Lugten is an engineer in electrical design. He holds a BS in electrical engineering from Tennessee Technological University. A native of The Netherlands, he is married to the former Sheila Bryant.

The Lugtens have a daughter, Angela, and live at 102 Clayberry Drive, Knoxville.

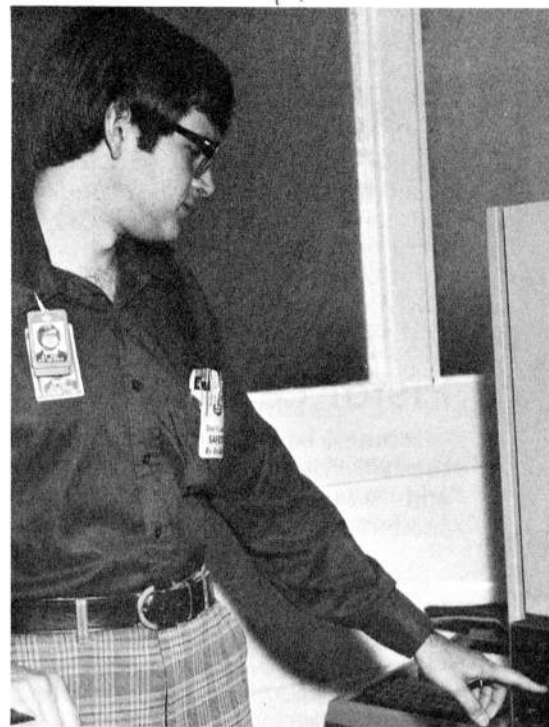
William J. Scheib has been assigned as an engineer in Operations. A native of Philadelphia, Penn., he has a BS in chemical engineering from Penn State University. He joined Union Carbide in July 1977.

A member of the American Institute of Chemical Engineers, he lives on Meadowview Road, Kingston. Mrs. Scheib is the former Susan Allison.

Henry C. Webber is also assigned as an engineer in Operations. He was born in Sanford, N.C., and has a BS degree in electrical engineering from the University of Tennessee. He joined Union Carbide in October 1977.

He lives at 207 Cairn Circle, Knoxville.

Joseph M. Wolfe Jr. is an engineer in Environmental Management. A



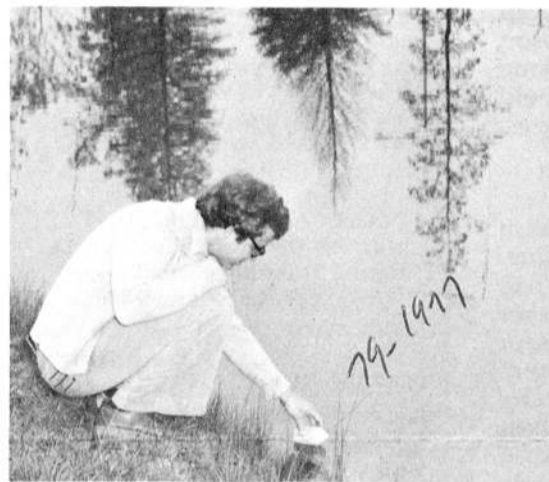
Cox



Lugten



Kavanagh

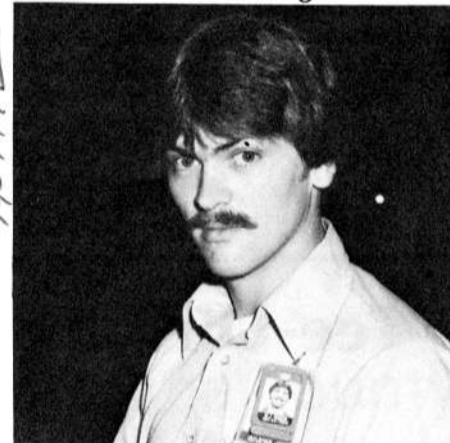


Wolfe

native of Knoxville, he holds a BS degree in agricultural engineering from the University of Tennessee. He joined Union Carbide in February 1977.

He and his wife, the former Sylvia Goode live on Ponderosa Road, Kingston.

There are two participants in the program at the present; one is scheduled to complete the curriculum in early 1980, and the other recently joined the program. Additional participants have accepted employment and will begin this summer.



Schieb



Burgess



Little



Hill



Webber



Epps

recreationotes. . .

High Power Rifle. . .

Jack Spurling, Y-12, won the second match of the High Power Rifle League with a 763 out of 800. Don Liplinger, ORNL, was second with a 743; ORNLer Larry Weston placed third with a 734. Other scores were: E. T. Johnson, Y-12, 722; Hugo Bertini, 715; R.W. Wiegand, ORGDP, 696; E.D. Hines, ORNL, 661; G. A. Newton, DOE, 628; P. L. Glover, ORNL, 603; and M. A. Baker, ORNL, 568.

Bowling leagues. . . ORGDP Women's

The Payoffs won the ORGDP Women's first place trophies for the 1978-79 season. Second place winners were the Spotters and the Woodbees came in third. First place high team handicap series went to the Woodbees with a 2409. The Payoffs won team handicap game with an 894. Brenda Kent won high handicap series with 680; while Helen Hobson won high individual handicap game with a 262. A banquet was held recently to award the season's prizes.

UCC Monday Mixed

The Four Eagles took the crown in UCC's Monday Mixed League. Second place trophies went to Charley's Angels. Charles Brawner won high scratch game and series for men as did Retha Beal for women. The most improved bowler was Ora Brawner. The summer league starts June 4 and last for 12 weeks. If interested, call Dean Treadway, extension 4-6580.

patent granted. . .

To Charles B. Ingram and John H. Lawhorn, both of ORGDP, for "Missing Pulse Detector for a Variable Frequency Source."

Roger Wiegand, Y-12, won the third match of the High Power Rifle League with a 460 out of 500 score. Hugo Bertini, ORNL, was second with 451; and Larry Weston, ORNL, was third with 450. Other scores were: E. T. Johnson, Y-12, 432; R. L. Mayton, ORGDP, 431; E. Hines, ORNL, 417; and M. A. Baker, ORNL, 234.

Pistol League. . .

Winners have been announced for the 1979 Pistol League. Both handicap and scratch awards were given. Leaders were:

Scratch	
E. T. Johnson Jr.	277.727
L. W. Weston	259.909
Vern Raaen	250.667
Handicap	
J. E. Brewer	289.127
R. L. Childs	288.313
N. T. Millemann	288.087

NUCLEAR DIVISION NEWS

UNION CARBIDE CORPORATION
NUCLEAR DIVISION
Post Office Box Y
Oak Ridge, Tenn. 37830

EDITOR (Y-12)
James A. Young, 574-1643

ASSOCIATE EDITOR (ORNL)
Karen L. Cromer, 574-4163

ORGDP
Phillip E. Parrett, 574-8600

PADUCAH
Darlene Mazzone, Bell 208



ONE AND TWO—First and second place winners in the Paducah Plant's first golf scramble of the season included, from left, Steve Seltzer, Dale Miles, Dot Simmons, P. E. Edwards Jr. and Elvin Kuehn. The competition was held at Paducah's Paxton Park. The first place team captured the event with a six under par.



MIXED LEAGUE VOLLEYBALL CHAMPS—The Net Profits captured the title in volleyball for the Carbon League. Pictured above are team members: from left, front row—Andy Tompkins, Jim Blue, Dennis Rice and Fred Schultz; second row—Joanne Oxendine, Joan Taylor, Karen Cromer and Ann Aaron; back row—Claude Sampson, Dan Ramey, Robin Taylor, Scott Aaron, Jim Gibson and Robyn Tompkins. Not pictured were Milica Petek and Lee Zevenbergen.

Tee-Off Time Application for June 23, 1979

- ☐ ORGDP— CEDAR HILLS
☐ Y-12— WHITTLE SPRINGS
☐ ORNL— BAYS MOUNTAIN

Foursome will Ride
Yes ☐ No ☐

1. _____
2. _____
3. _____
4. _____ LEADER

PHONE _____

BLDG. _____

TEE-TIME _____

Foursomes that ride carts will receive earlier time
COMPLETE AND RETURN TO THE Y-12 RECREATION OFFICE
BUILDING 9711-5, MS-001

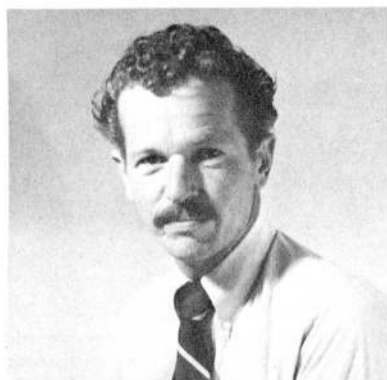
Entries must be received prior to drawing on June 20, 1979.

Tee-off times for all tournaments will be drawn on Wednesdays prior to each Saturday's tournament. Golfers are responsible for reserving their own carts by contacting the pro shop following drawing for tee-off times. The leader ONLY for each foursome should call the Recreation Office, 4-1597, after 3 p.m., Wednesday for your time.



TEAM VICTORS—The Computer Jocks won the team event in Carbide's first roadrunner contest at the Clark Center Recreation Park. In the front row, from left, are Stan Attenberger, Rick Alderfer, Royce Sayer, captain; Matt Kelleher and Jim Teague. In the rear are Dick Wieland, Susan Kaplan, Dick Raridon, Dave Hetrick, Robert McGaffey, John Clinard and Doyle Turner. (Dennis Clark was not present for the photograph.) Alderfer is in Separations Systems; Clinard is in Engineering Technology; and the remaining team is in Computer Sciences.

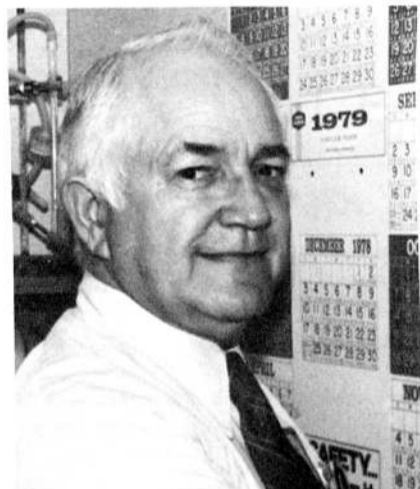
about people. . .



White



Crowe



Turok



Queener

Ellen B. Queener, ORGDP Maintenance Division, has been elected vice president of the Tennessee Division of the National Secretaries Association. There are 18 chapters of NSA in Tennessee with a membership in excess of 700. Queener is a graduate of Lincoln Memorial University and received accreditation as a Certified Professional Secretary in 1976. She joined Union Carbide in 1952, after teaching in Hawkins County. She has served in several capacities in the local chapter of NSA and was named its member of the year for 1978-79.

Edwina L. Crowe, ORGDP Maintenance Division, was cited recently by South Carolina State College for "loyal and dedicated" services to the college during her years at Union Carbide. A 1971 graduate of SCSC, Crowe was the keynote speaker at the annual awards program for the Houston Engineer's Society, an organization of engineering majors at the college.

Charles W. Turok, head of Paducah's Industrial Hygiene Department, has been elected chairman of the Kentucky Lake Section of the American Chemical Society.

Turok joined Union Carbide in 1953. Prior to that, he was employed at Truax Traer Coal Company as a quality control chemist. He is a member of the American Industrial Hygiene Association, a Boy Scout Leader and co-chairman of the SIU Alumni Association.

John R. White has been elected vice chairman/chairman-elect of the remote systems technology division of the American Nuclear Society. White has been at ORNL since August 1976 and is currently manager of a fuel reprocessing plant (HEF) concept design in the Consolidated Fuel Reprocessing Program. Prior to joining Union Carbide, he was the operations engineering manager for the HFEF/N at ANL. Previous experience was on the Fermi reactor, the EBR II Fuel Cycle Facility, and in the manipulator development program at ANL. John earned his BS and MS degrees in Mechanical Engineering from the Illinois Institute of Technology.

safety scoreboard

Time worked without a lost-time accident through May 23:

Y-12 Plant.....	48 Days	1,445,000 Employee-Hours
ORNL	62 Days	1,442,146 Employee-Hours
ORGDP	162 Days	5,181,488 Employee-Hours
Paducah	285 Days	3,495,000 Employee-Hours

New national Materials and Structures Technology Management Center at Lab

The establishment of a national Materials and Structures Technology Management Center (MSTMC) at the Laboratory has been announced by Donald B. Trauger, ORNL associate director for nuclear and engineering technologies.

The center, with a first-year budget of \$11.3 million, will manage tasks for DOE's Office of Nuclear Energy Programs which currently involve work carried out at ORNL and eight other DOE contractor organizations.

ORNL was chosen as the management center for this activity because of its demonstrated expertise in materials and structures through its Metals and Ceramics and Engineering Technology Divisions.

William O. Harms, director of ORNL nuclear reactor technology programs, will be responsible for the operation of MSTMC and will serve as its director on an interim basis.

According to Harms, the center will establish and implement an integrated program plan for the generation of materials and structural design information. MSTMC will be responsible for technical management, subcontracts administration, budget and accounting, and quality assurance.

Other duties will include the preparation of a management plan with assistance from DOE field offices and headquarters, preparation and development of specific work tasks and resources for materials and structures technology activities, establishment of key milestones, and the establishment and implementation of technical management control systems.

Within the center, the two key technical areas for materials and high-temperature structural design will be managed by James R. DiStefano, Metals and Ceramics, and Claud E. Pugh, Engineering Technology.



DiStefano



Pugh



Harms

DiStefano will be responsible for fabrication technology, corrosion and wear, nondestructive testing, alternative structural materials, and mechanical properties. Design analysis methods and criteria, materials support, and designer/code body/standards liaison will come under Pugh's direction.

The other eight DOE contractor organizations whose materials and structures programs will be managed by the MSTMC are: Agabian Associates, Argonne National Laboratory, Atomics International, General Electric, Hanford Engineering Development Laboratory, Idaho Nuclear Engineering Laboratory, Naval Research Laboratory, and Westinghouse Advanced Reactors Division.

At your service ...

AuBuchon helps place county high in Cancer memorials

Anderson County is one of the leading counties in the state in memorial contributions to the American Cancer Society. No small part of that distinguished rating goes to the credit of Mary AuBuchon, Y-12's Safeguards and Security.

She has been memorial chairman for more than 15 years. "People are becoming more and more aware of the memorial fund, AuBuchon says, "and the money does go into research, a lasting tribute to a deceased friend."

It is very simple to contribute memorials. The check should be made to the American Cancer Society. The name of the deceased should be included, along with the name and address of the family to be notified that the contribution has been made, as well as the name and address of the donor. "The gift is acknowledged," according to AuBuchon, "and a fitting card goes to



the family. The amount of the gift is not named."

In her twelfth year with Union Carbide, AuBuchon has two daughters, Janine Eason and Jennifer Fraker.

Her address is:

AMERICAN CANCER SOCIETY
c/o Mary AuBuchon
408 Greenwood Drive
Clinton, Tenn. 37716

Savings Plan-Personal Investment Account

	Fixed Income Fund	UCC Stock	Equity Investment Fund
December 76	13.0553	59.2723	8.8166
December 77	14.2017	40.9096	8.0427
December 78	15.4728	34.6959	8.4098
February 79	15.7023	36.1825	8.4863
March 79	15.8172	38.4617	8.8084
April 79	15.9324	38.5964	9.0100

Note: Fixed Income Fund unit values reflect interest additions to achieve the guaranteed effective annual interest rate of 9.1% for 1979. Union Carbide stock values are the average cost of stock purchased during the month. Equity Investment Fund unit values represent the month-end market value of securities held by the Fund. The price of each unit is determined by dividing the total value of the securities by the number of units in the Fund.



PADUCAH OFFICIALS—The Paducah section of the Union Carbide Retirees Association elected officers recently. From left are Bob Ligon, president; Becky Bugg, secretary-treasurer; Jesse Knott, activities chairman; Edith Garnett, corresponding secretary; and John Clark, vice president.

Picnic at Park to reunite Union Carbide retirees

Oak Ridge section calls music makers

The Union Carbide Retirees Association has full-grown plans for the big picnic set Friday, June 8 at the Clark Center Recreation Park. Activities get underway at 9 a.m. and the meal is set for 1 p.m.

"You do not have to be a member to come," say committee persons involved in the picnic planning. . . though you may be one when you leave, as applications and membership cards will be available at a special table at the picnic.

Attendees may have ordered a special picnic box lunch (which had a deadline last week) or may bring their own food. A "share the dessert" will provide swapping favorite goodies among the crowd.

Justin Aylor, a retired Y-12er and an accomplished musician, has agreed to head a committee to round up music-makers of all breeds, for UCRA. "We will take members for a dance band (any instrument), Blue Grass specialists, folk tune makers, or whatever," he said.

Details on the picnic, or the association, may be obtained from UCRA, P. O. Box 3501, Oak Ridge, Tenn. 37830; or P. O. Box 238, Paducah, Ky. 42001. The telephone number in Oak Ridge is 482-1968; in Paducah 443-6703.

Paducah organizes

Paducah members of the Union Carbide Retirees Association met recently at the Jackson House to organize the club and plan summer activities. A draft of the club's bylaws was discussed and a picnic is being planned for June. The members were also advised that they may send contributions to the United Way if they desire. Committees appointed included Audrey Beekman, and Mildred Sinquefield, voluntary services; John Clark and Harold Faulds, hospitality; Ernestine Cloyes and Lee Knott, refreshments; and Doc Trentam and Rex McDowell, entertainment. Jesse Knott was appointed chaplain.

The club will meet again June 4 at 7:30 p.m. at the Jackson Purchase Electric Cooperative Corporation, 2900 Irvin Cobb Drive.

Those wishing to send correspondence or dues may mail these to Union Carbide Retirees Association, P.O. Box 238, Paducah, Ky. 42001.

Next issue. . .

The next issue will be dated June 14. The deadline is June 6.

TAT's 4000th graduate

(Continued from Page 1)

graduates may study for the General Equivalency Diploma examinations. It's another feather in Huff's cap that she has qualified for the GED while in her industrial training.

Goals attained

This week is the culmination of Huff's quest for independence. She has a home in Clinton, just a few miles from Oak Ridge and less than 30 minutes from her new job with TVA. She has many new friends in Oak Ridge and Clinton, and Johnny is a student at Glen Alpine Junior High School.

"I almost hate to leave TAT," she says. "The people here have all been so wonderful, the instructors are great, and it's been a rewarding experience. I haven't ever been, and never could be, happy in an office or behind a counter. TAT's training made me good in the kind of work I like to do best. I couldn't be happier!"

So her statement that entry into the TAT program was "the best Christmas present I ever had!" is obviously true—and she still has the present, to have and to hold.

Named supervisor in Y-12 Fabrication

Joseph Moore has been promoted to a supervisor in the Y-12 Fabrication Division. A native of Huntsville, Ala., he joined Union Carbide in 1977 after working as an employment counselor and a football coach. He holds a BS degree from Tuskegee Institute.

He has previously worked as a material dispatcher and a recreation assistant in the plant.

Moore lives at 115 West Hunter Circle, Oak Ridge.



Moore



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